



## EVA RÖTTGERS-FERCHLAND

25 years of experience as 'Change Agent' (Manager, Supervisor, Therapist, Coach and Organizational Development Consultant). She has been working since 1985 in Leadership Development and communication skills training. Eva Röttgers-Ferchland is a coach for executives, consultants and HR professionals since 1990. Beyond her work in training and individual coaching she is a consultant to large international organizational development projects. Working languages are German and English.

### Professional Experiences:

#### Management

- Founding Partner of „Institut für Gestaltorientierte Organisationsberatung“ – IGOR – in Frankfurt (1992 - present)
- Manager of a Berlin City Council Community Center (1981-85)

#### Leadership Development

- Leadership training for communication, conflict resolution and goal oriented leading (1985-2000)
- Development program for executives and supervisors -3 modules of 3 days (2000 - present)
- Coaching for Team- and Department leaders, manager, HR developer, trainer, consultant (1990 -present)

#### Consulting Projects

- Redesign of the organizational structure and culture of a business unit (Telecommunication Provider)
- Team development projects and conflict management for various international teams (Telecommunication Supplier)
- "Future Search Conferences as Marketing Strategy" (Pharmaceutical Company)
- "Building partnership – from conflict to integration" (US-German Advertising Agency)
- "Design of a new organizational structure" (IT Company)
- "Improvement of the internal communication" (Telecommunication Supplier)
- „People skill development for engineers in a 'Global Technical Education Program'" (Car Maker)

#### Trainer for Gestalt Organizational Consulting

- „International Program for Organization & System Development“ - 5 modules 6 days each in various countries (IGOR & Gestalt Institute of Cleveland/Ohio 1992-2002)
- „Managing Change International“ (3 modules 3 days each), a program being held in Mexico, Russia, Norway, France and Germany(1995 -present)
- 3 years organizational consulting training in Berlin (2002 - present)

### Professional Development:

- Born 1953; Studies of psychological -, pedagogical – and sociological Sciences at the „Technische Universität von Berlin“, Degree „Diplom-Pädagogin“ 1978
- Gestalt Therapy Training 1982-85 (IGG Berlin)
- Training: various approaches 1983-86 (TZI-M. Frickel, NLP-T. Stahl/J.Kluczny and Bioenergetics)
- Group Dynamic Training 1985-87 (K.Doppler, W.Leuschner, I.Kähling, L.Nellesen)
- Process Consulting 1989 (Ed Schein/MIT Boston)
- International Program „Organization & System Development“, OSD Graduate Program, Working with Groups, Working with Intimate Systems 1988-98 (Gestalt Institute Cleveland, Ohio/USA)
- Large Group Interventions: Future Search Conferences, Real Time Work Design Competencies – 1994-98 (M.Weisbord, M.z.Bonsen, K.Dannemiller et al)
- Training in Systemic Consulting 2000 (F.Simon)
- Intercultural Competence for Practitioners and Trainers 2002 (ICPT-Training of the Zurich University of Applied Sciences)
- Organizational Constellation 2002-2003 (G.Weber)
- Supervision under R.Timel, U.Heim, S. Romanens-Geiger (1985-2004)
- Certified for the use of the Personality Inventories: „The Intercultural Development Inventory“ 2003 (M.Bennett, M.Hammer); Gestalttyp-Indicator 2004 (GIK Cologne); Extended DISC 1985-2006